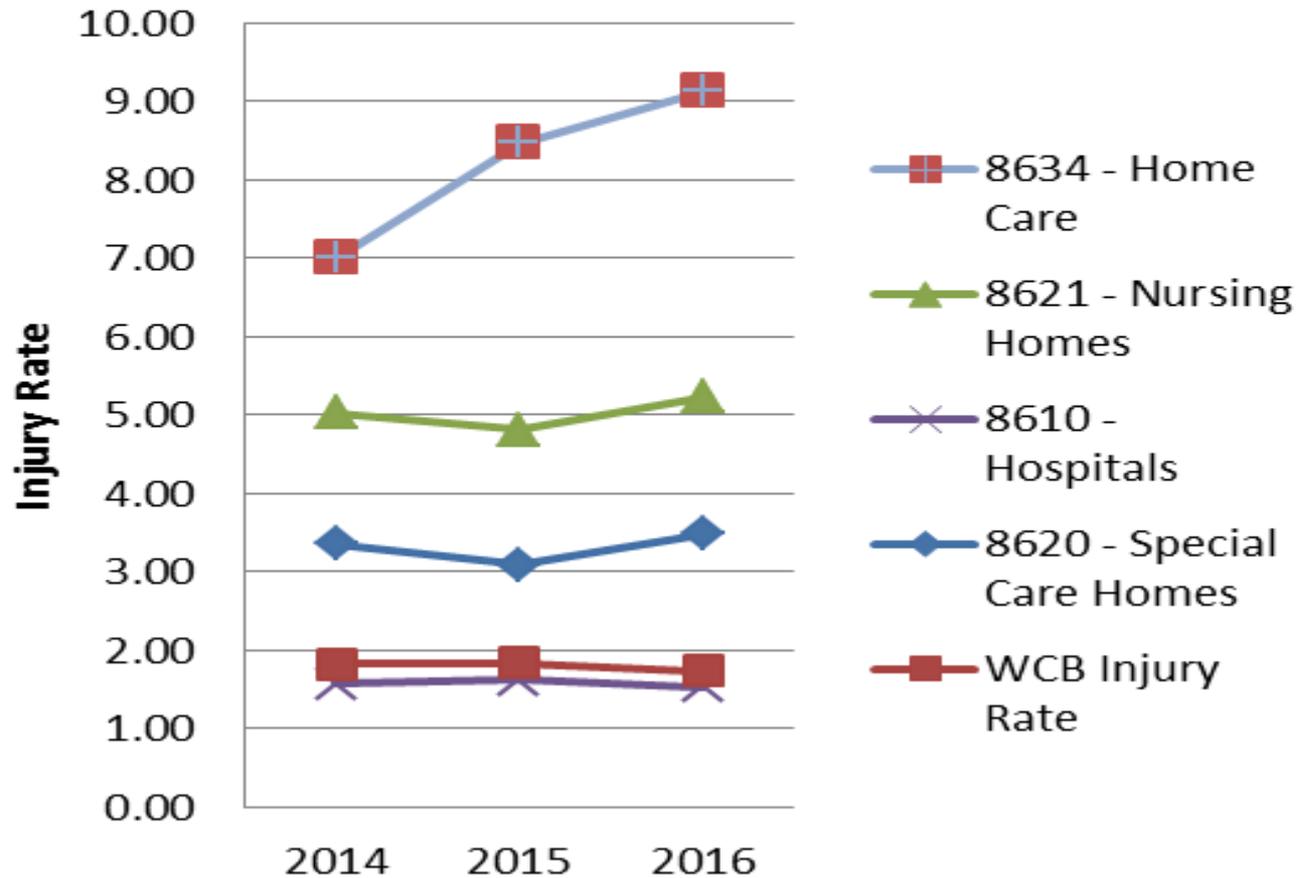


Workplace Safety Action Plan for Nova Scotia's Health and Community Services Sectors

Health & Social Services Injury Rates 2014 to 2016



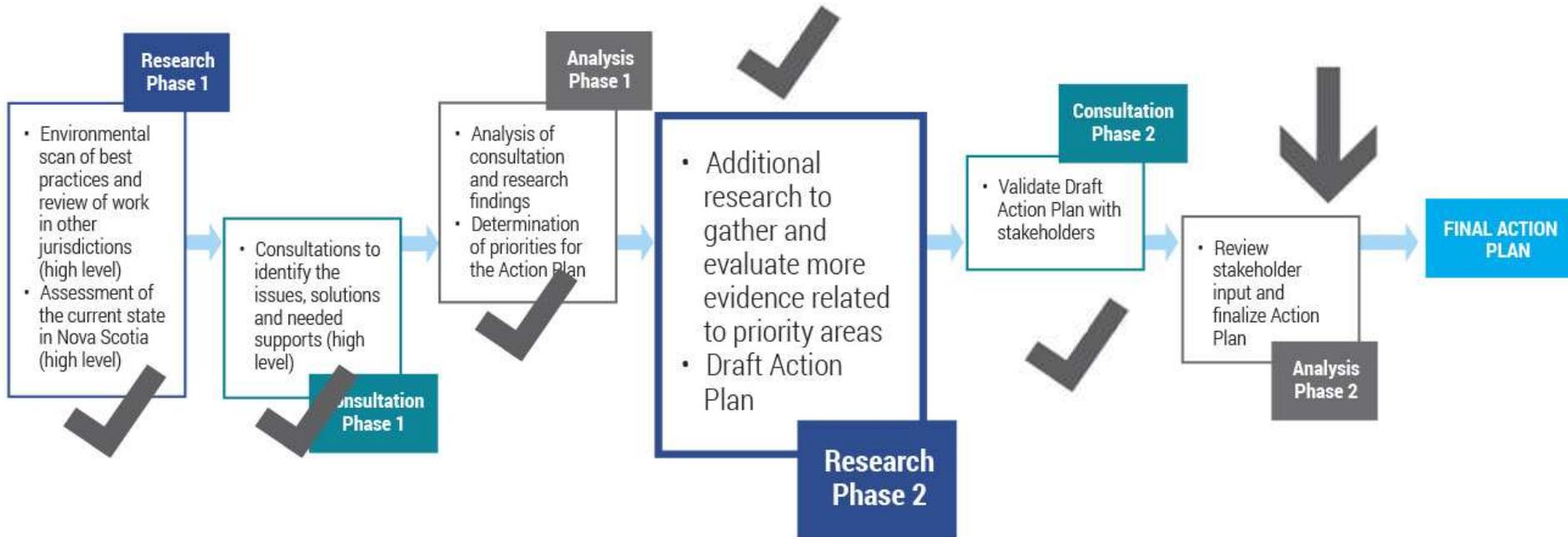
Our Continuing Care Sector

- Challenges faced by all
 - Increasing demand / a need to constrain costs
 - Difficulties in recruitment / retention
 - Staff absence
- Challenges made more difficult when staff are injured on the job
 - Time Loss Frequency is more than double the provincial average
 - In 2016, 123 home care workers, 167 in long term care off for a full year

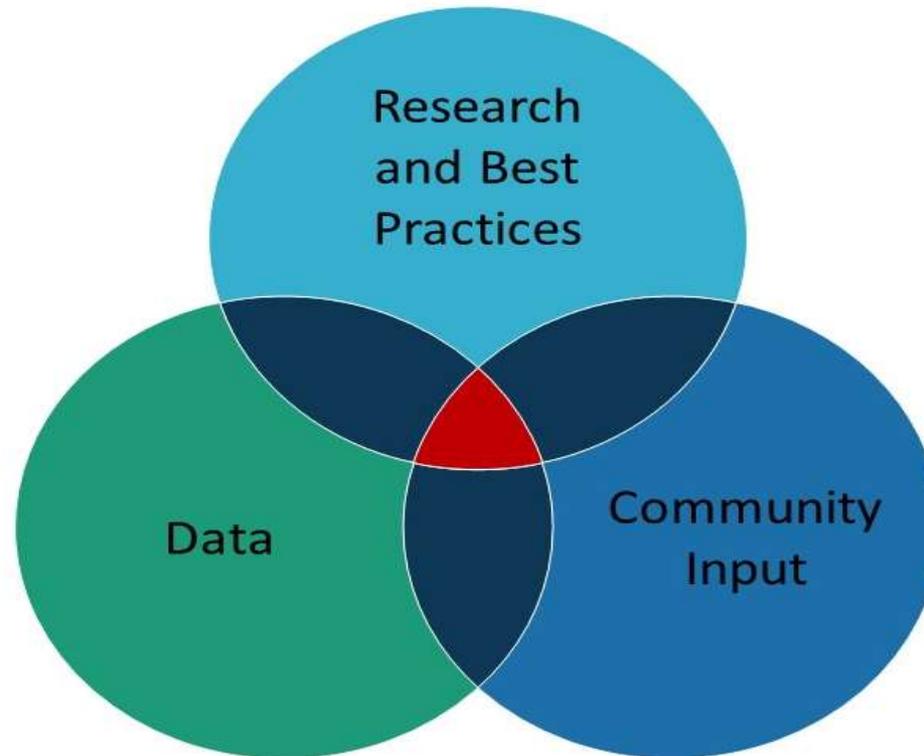
NS Stakeholders - a collaboration

- To develop a five-year *Workplace Safety Action Plan for Nova Scotia's Health and Community Services Sectors* with focus on publicly-funded:
 - home care
 - long-term care
 - community services
- Collaboration among: Government departments (DHW, DCS, DLAE), employers, care providers, academic and professionals associations, WCB, Labour

Project Overview



Evidence to Inform the Plan



What did we find out?

- Much work already happening . . .
 - Partners working together to address key injury drivers, improve safety culture, provide training & equipment.
- Significant challenges in Continuing Care
 - Increased care demands, barriers to training / education, culture doesn't focus on staff safety, lack of safety leadership
- Best Practices Exist
 - SMS, CQI, EE engagement, Leadership support & education, training/education, equipment, accountability mechanisms

Action Plan Development

- Working groups made recommendations for actions related to:
 - Safe Handling & Mobility
 - Workplace Violence
 - Slips, Trips, Falls
 - Mental Health & Wellness
 - Stay-at-work / Return-to-work
- Steering Committee refining recommendations in four areas:
 - Programs, Policies, Standards and Regulations
 - Communication and Education
 - Leadership
 - Performance measurement

Key elements

- OHSMS, risk assessment is key, as is data collection, reporting, and management system across all sectors.
- Need to address issues such as staffing levels based client care needs, align standard of care performance measures with safe work practices, standards for space design, equipment loan.
- Need provincial programs for safe handling and mobility, workplace violence, mental health, SAW/RTW, Employee and Family Assistance Programs.

What next?

- Once a Draft Action Plan is approved we will check back in with you
- Plan for implementation in 2018
- Once the plan is ready to be implemented, its success will depend on each and everyone of you!
 - Leading and focusing attention on staff safety
 - Recognizing that staff safety and resident / client safety are linked

Why wait?

- We don't need to wait for the Action Plan to make a difference
 - There are examples of great things underway in many homes and agencies
- Be engaged and talk about safety every day
 - CEOs in meetings and one-on-one with staff
 - Safety Huddles
 - With supervisors and co-workers
- Create an environment where all staff know that tasks must be done safely
 - Managers and front-line staff work safely, and expect and support others to work safely
 - Set safety specific goals, monitor and report on results

Why wait?

- Create an environment where
 - Safety concerns are addressed promptly
 - Those reporting safety issues / injuries are respected and supported
 - Staff are recognized for working safely and identifying hazards
- For the CEOs
 - What do you do every day to make sure your workers are going home healthy at the end of the day?
 - Do you take an active, leadership role in your safety program?
 - Do you know how many injuries you have, the results of all incident investigations, and what the status is of all your injured workers?
- We all need to know that we can make a difference
 - Leading and focusing on staff safety
 - Caring about ourselves and each other
 - Pushing to improve safety outcomes